



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers' Union (AMWU)

v

**Sydney Trains and NSW Trains
(B2024/1010)**

30 August 2024

1. Ballot Result

Total Eligible Voters: 432
Total Participated: 285

285 out of 432 have answered all questions 66.0%

Final Ballot Audit: Friday, 30 August 2024 at 12.30pm AWST

Diagram 1: Final Vote Participation



2. CiVS Independence Declaration

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1010) has been managed and declared independent of all other parties.

The Australian Manufacturing Workers' Union Protected Action Ballot (B2024/1010) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

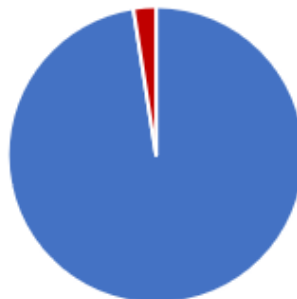
Question 1

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

1. An unlimited number of 15 minute stoppages?;

■ Yes - 278 (97.5%)

■ No - 7 (2.5%)



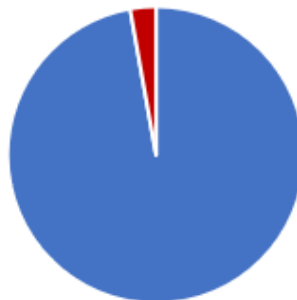
Question 2

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

2. An unlimited number of 1 hour work stoppages?;

■ Yes - 277 (97.2%)

■ No - 8 (2.8%)



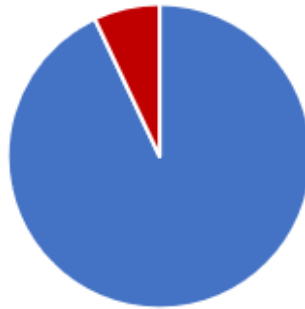
Question 3

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

3. An unlimited number of 4 hour work stoppages?:

■ Yes - 265 (93.0%)

■ No - 20 (7.0%)



Question 4

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

4. An indefinite or periodic ban on Overtime?;

■ Yes - 260 (91.2%)

■ No - 25 (8.8%)



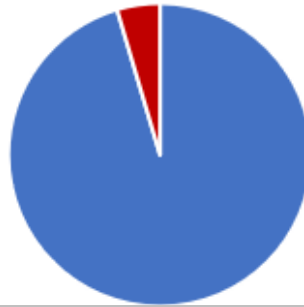
Question 5

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

5. An unlimited number of periodic or indefinite partial work bans?;

■ Yes - 271 (95.1%)

■ No - 13 (4.6%)



Question 6

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

6. An indefinite or periodic ban on the use of power tools?;

■ Yes - 268 (94.0%)

■ No - 17 (6.0%)

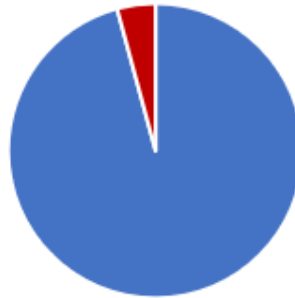


Question 7

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

7. An indefinite or periodic ban on the completion of paperwork/data entry?;

- Yes - 273 (95.8%)
- No - 12 (4.2%)

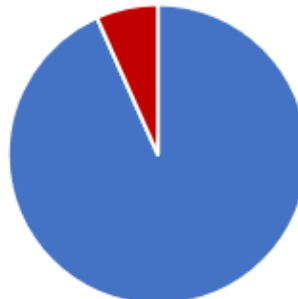


Question 8

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

8. An indefinite or periodic ban on night shift?;

- Yes - 266 (93.35%)
- No - 19 (6.7%)



Question 9

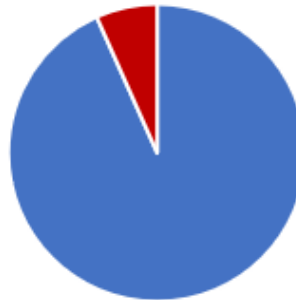
In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

9. An indefinite or periodic ban on the performance of the following specific duties:

- a) Working with non-Sydney Trains/NSW Trains direct hire employees;
- b) The use of technology such as mobile phones, computers, and tablets during work hours for Sydney/NSW Trains purposes?;

■ Yes - 266 (93.35%)

■ No - 19 (6.7%)



Question 10

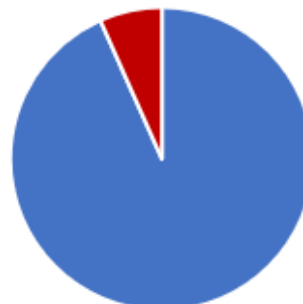
In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

10. An indefinite or periodic change to the way that work is performed in the following ways:

- a) Wear and display union and industrial campaign material such as t-shirts, badges, hats and stickers; and/or
- b) Speaking to the public about the industrial action during work related communications?;

■ Yes - 266 (93.35%)

■ No - 19 (6.7%)



Question 11

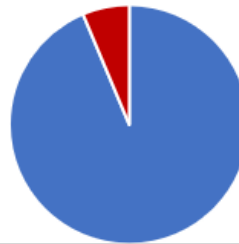
In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

11. An indefinite or periodic change to the way that work is performed in the following ways:

- a) Distributing union and/or industrial campaign material by any means;
- b) Attaching union and industrial campaign material to outgoing mail, emails and adding it to Sydney and NSW Trains materials and displays;
- c) Attaching union and industrial campaign material to Sydney and NSW Trains vehicles and assets (that does not impact on safety); and/or
- d) The provision of any information, in any form, concerning the views of employees about any aspect of the bargaining campaign to any members of the public, including the media?;

■ Yes - 267 (93.7%)

■ No - 18 (6.3%)



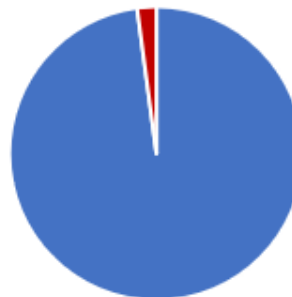
Question 12

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

12. An unlimited number of periodic or indefinite bans on carrying out work for another agency or organisation?;

■ Yes - 279 (97.9%)

■ No - 6 (2.1%)



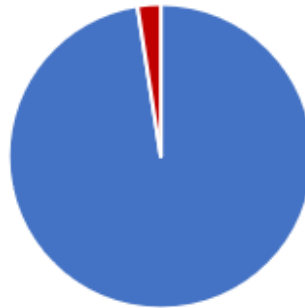
Question 13

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

13. An unlimited number of periodic or indefinite bans on performing work which is subject to protected action bans by any or all of RTBU, APESMA, ETU, CFMMEU, AWU or ASU members?;

■ Yes - 278 (97.5%)

■ No - 7 (2.5%)



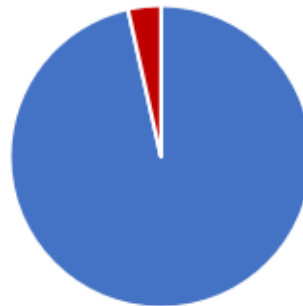
Question 14

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

14. An unlimited number of periodic or indefinite bans on the installation or removal of parts from operational (out of service) rollingstock?;

■ Yes - 275 (96.5%)

■ No - 10 (3.5%)



Question 15

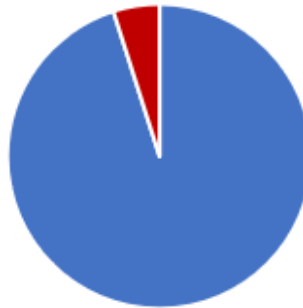
In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

15. An unlimited number of periodic or indefinite bans on following duties:

- a) Pre-service preparation;
- b) In service inspections.
- c) Pre departure inspections; and/or
- d) Supplementary inspections?;

■ Yes - 271 (95.1%)

■ No - 14 (4.9%)



Question 16

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

16. An unlimited number of periodic or indefinite bans on repairs to toilets expect where carried out in maintenance centres?;

■ Yes - 268 (94.0%)

■ No - 17 (6.0%)



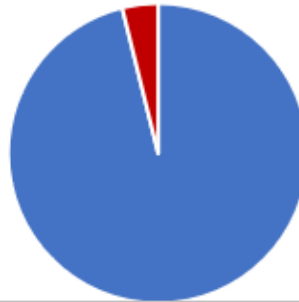
Question 17

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

17. An unlimited number of periodic or indefinite bans on repairs by maintenance employees to trains that have not been cleaned?;

■ Yes - 274 (96.1%)

■ No - 11 (3.9%)



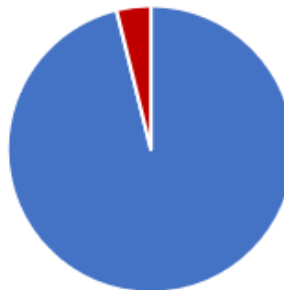
Question 18

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

18. An unlimited number of periodic or indefinite bans on use of work vehicles?;

■ Yes - 274 (96.1%)

■ No - 11 (3.9%)



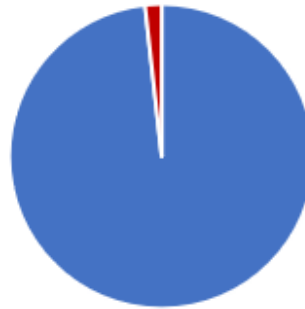
Question 19

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

19. An unlimited number of periodic or indefinite bans on the use of personal vehicles for work related activity?;

■ Yes - 280 (98.2%)

■ No - 5 (1.8%)



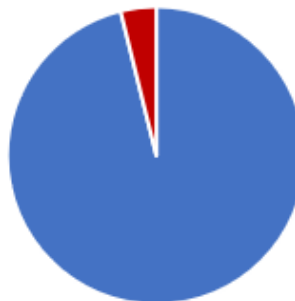
Question 20

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

20. An unlimited number of periodic or indefinite bans on operation of shunt vehicles in maintenance centres?;

■ Yes - 274 (96.1%)

■ No - 11 (3.9%)

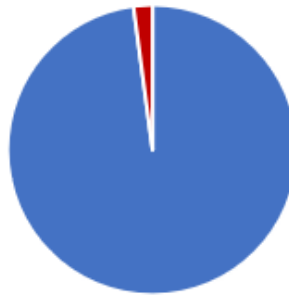


Question 21

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

21. An unlimited number of periodic or indefinite bans on locking systems, whether mechanical or digital, other than locking or unlocking motor vehicles except in emergencies to prevent imminent hazards to employees or to the public?;

- Yes - 279 (97.9%)
- No - 6 (2.1%)

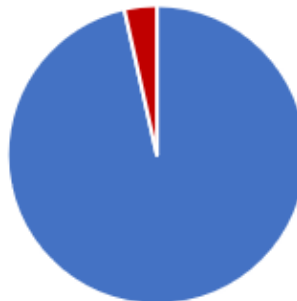


Question 22

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

22. An unlimited number of periodic or indefinite bans on transportation of work-related items, such as train parts on revenue services?;

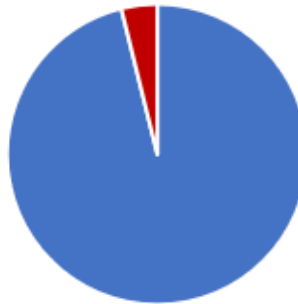
- Yes - 275 (96.5%)
- No - 10 (3.5%)



Question 23

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:
23. An unlimited number of periodic or indefinite bans on isolation of overhead power in maintenance centres except in emergencies to prevent imminent hazards to employees or to the public?;

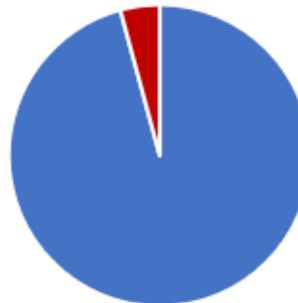
- Yes - 274 (96.1%)
- No - 11 (3.9%)



Question 24

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:
24. An unlimited number of periodic or indefinite bans on disconnection or reconnection of shore supplies except in emergencies to prevent imminent hazards to employees or to the public?;

- Yes - 273 (95.8%)
- No - 12 (4.2%)

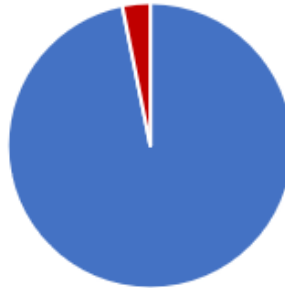


Question 25

In support of reaching an enterprise agreement with your employer, do you endorse the taking of protected industrial action by AMWU members against your employer, which may involve taking separately, concurrently and/or consecutively any or all of the actions set out below:

25. An unlimited number of periodic or indefinite bans on the performance of work activities at sites that do not have separate amenities for male or female employees except in emergencies to prevent imminent hazards to employees or to the public?;

- Yes - 276 (96.8%)
- No - 9 (3.2%)





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